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ABSTRACT

The majority of higher education institutions accept responsibility to provide incentives and activities conducive to inservice education and professional growth of their faculty. In 1972-73 data were gathered from all higher education institutions to obtain information about specific ways institutions provide activities, opportunities, and/or financial assistance direction to inservice education for faculty. Tables are presented showing various provisions, including: payment of expenses of faculty to attend professional meetings; sabbatical leave; leave without pay for professional growth; and workshops and special meetings. (LBH)

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Research Memo 1976-4 November 1976

Provisions for Inservice Education of Higher Education Faculty, 1972-73

The majority of higher education institutions accept responsibility to provide incentives and activities conducive to inservice education and professional growth of their faculty. About half of 4-year or higher degree-granting institutions reported in 1968 that they had formal inservice education programs for their faculty and an additional one-third had plans to initiate such a program (Wesley A. Many, et al, *In-Service Education in American Senior Colleges and Universities: A Status Report*. Northern Illinois University, 1969).

In 1972-73 NEA Research contacted all higher education institutions to obtain information about specific ways institutions provide activities, opportunities, and/or financial assistance directed to inservice education for faculty. A questionnaire listing frequently-cited ways in which an institution may provide for in-service education was sent to 1,155 2-year institutions and 1,802 4-year or higher degree-granting institutions in December 1972. Responses were obtained from 527 or 45.6 percent of all 2-year institutions; (443 or 48.9 percent of public institutions and 84 or 33.7 percent of nonpublic institutions). The 871 responses from colleges and universities represented 48.3 percent of all 4-year institutions (51.8 percent of the 535 public and 46.9 percent of the 1,267 nonpublic institutions).

The summary in Table 1 shows that about nine institutions in ten provide for payment of expenses of faculty to attend professional meetings and provide faculty meetings directed to problems of instruction or curriculum. In practically all institutions where these provisions are reported they are available to both new and experienced faculty.

Sabbatical leave was available to new and/or experienced faculty in 62.5 percent of 2-year institutions and in 73.8 percent of the 4-year institutions. Leave without pay for professional growth was somewhat more frequently reported with it being available to new and/or experienced faculty in 77.9 percent of the 2-year institutions and 80.5 percent of the 4-year institutions.

The extent that institutions reported having each of several provisions for in-service education of faculty differs somewhat between 2-year and 4-year institutions. Significantly more 2-year than 4-year institutions reported presence of three provisions: workshops etc. in which faculty give attention to problems of instruction or curriculum, lectures or demonstrations of selected methods of instruction for interested faculty, and payment of expenses for faculty to visit another institution. Slightly higher percents of 2-year than 4-year institutions reported provision of faculty or departmental meetings directed to problems of instruction, and for payment of tuition for faculty to enroll in courses directed to instruction and curriculum.

Tables 2 and 3 provide summary data grouped by control and type of institution. As a whole the public institutions to a greater extent than nonpublic institutions provide leave without pay for professional improvement and payment of expenses to visit another institution. In addition, among 2-year institutions the provision of sabbatical leave was more frequently reported among public than nonpublic institutions. However, more nonpublic than public 2-year institutions reported provision of tuition payment to faculty to enroll in courses directed to instruction and curriculum.

In the 4-year colleges higher proportions of nonpublic than public institutions reported provisions for workshops etc. which give attention to problems of instruction or curriculum, and for payment of tuition to faculty to enroll in courses directed to instruction or curriculum. In the universities higher proportions of public than nonpublic institutions reported provisions of workshops etc. in which faculty give attention to problems of instruction or curriculum, and provision of lectures or demonstrations of selected methods of techniques of instruction for interested faculty. Larger

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proportions of nonpublic than public universities reported provision for faculty or departmental meetings directed to problems of instruction or curriculum, and provision of sabbatical leave.

Universities and other four-year institutions are very similar in the extent that they report presence of most provisions. One provision, leave without pay for professional growth, was reported to a greater extent among universities, both public and nonpublic, than in either of the other two types of institutions.

TABLE 1.--PROVISIONS FOR INSERVICE GROWTH OF FACULTY IN PUBLIC AND NONPUBLIC INSTITUTIONS OF HIGHER EDUCATION, 1972-73

Provision	Percent of institutions					
	Total 2-year institutions			Total 4-year institutions		
	Available to new faculty only	Available to experienced faculty only	Available to both new and experienced faculty	Available to new faculty only	Available to experienced faculty only	Available to both new and experienced faculty
1	2	3	4	5	6	7
Payment of expenses to attend professional conferences and meetings of societies	1.1%	6.5%	86.3%	1.4%	6.7%	85.1%
Faculty or departmental meetings directed to problems of instruction or curriculum	3.8	0.4	91.8	5.6	1.4	82.5
Leave without pay (for professional improvement or growth)	2.7	19.2	56.0	3.4	20.7	56.4
Sabbatical leave	0.8	41.0	20.7	1.0	53.2	19.6
Workshops, institutes, conferences, or other group-study offerings in which faculty give attention to problems of instruction or curriculum	2.3	1.1	83.1	4.5	1.8	56.5
Lectures or demonstrations of selected methods or techniques of instruction for interested faculty	2.7	0.2	53.1	3.2	0.8	32.4
Payment of expenses for faculty to visit another institution to study its teaching techniques, curriculum, and/or provisions for faculty evaluation	1.1	7.6	69.3	1.6	8.5	27.2
Payment of tuition for faculty to enroll in courses directed to instruction and curriculum	1.3	3.4	28.1	0.9	4.8	23.2
Other	0.4	0.8	4.9	0.5	1.8	4.9
Number of institutions		527			871	

TABLE 2.–PROVISIONS FOR INSERVICE GROWTH OF FACULTY IN PUBLIC INSTITUTIONS OF HIGHER EDUCATION, 1972-73

Provision	2-Year Institutions			4-Year Colleges			Universities		
	Available to new faculty only	Available to experienced faculty only	Available to both new and experienced faculty	Available to new faculty only	Available to experienced faculty only	Available to both new and experienced faculty	Available to new faculty only	Available to experienced faculty only	Available to both new and experienced faculty
1	2	3	4	5	6	7	8	9	10
Payment of expenses to attend professional conferences and meetings of societies	1.4%	7.2%	86.2%	...	7.9%	84.2%	1.2%	4.3%	89.0%
Faculty or departmental meetings directed to problems of instruction or curriculum	4.5	0.2	92.1	2.6%	1.8	85.1	5.5	0.6	78.5
Leave without pay (for professional improvement or growth)	2.9	19.4	58.9	1.8	16.7	66.7	2.5	17.8	71.8
Sabbatical leave	0.9	44.2	21.9	...	57.0	17.5	1.2	51.5	18.4
Workshops, institutes, conferences, or other group-study offerings in which faculty give attention to problems of instruction or curriculum	2.7	0.7	84.4	4.4	0.9	50.0	5.5	1.8	55.2
Lectures or demonstrations of selected methods or techniques of instruction for interested faculty	2.7	0.2	54.2	2.6	..	31.6	5.5	...	45.4
Payment of expenses for faculty to visit another institution to study its teaching techniques, curriculum, and/or provisions for faculty evaluation	1.1	7.7	71.1	...	6.1	35.1	1.2	9.2	30.1
Payment of tuition for faculty to enroll in courses directed to instruction and curriculum	1.1	1.6	26.2	...	6.1	20.2	0.6	3.7	19.6
Other	0.5	0.7	5.0	0.9	1.8	5.3	...	3.1	8.0
Number of institutions		443			114			163	

TABLE 3. PROVISIONS FOR INSERVICE GROWTH OF FACULTY IN NONPUBLIC INSTITUTIONS OF HIGHER EDUCATION, 1972-73

Provision	2-Year Institutions			4-Year Colleges			Universities		
	Available to new faculty only	Available to experienced faculty only	Available to both new and experienced faculty	Available to new faculty only	Available to experienced faculty only	Available to both new and experienced faculty	Available to new faculty only	Available to experienced faculty only	Available to both new and experienced faculty
1	2	3	4	5	6	7	8	9	10
Payment of expenses to attend professional conferences and meetings of societies	...	2.4%	86.9%	1.7%	7.5%	84.0%	1.3%	3.9%	85.5%
Faculty or departmental meetings directed to problems of instruction or curriculum	...	1.2	90.5	6.4	1.4	82.6	5.3	2.6	86.8
Leave without pay (for professional improvement or growth)	1.2%	17.9	40.5	4.1	21.8	48.6	3.9	25.0	60.5
Sabbatical leave	...	23.8	14.3	1.4	52.7	19.1	...	53.9	28.9
Workshops, institutes, conferences, or other group-study offerings in which faculty give attention to problems of instruction or curriculum	...	3.6	76.2	4.4	1.9	60.2	2.6	2.6	43.4
Lectures or demonstrations of selected methods or techniques of instruction for interested faculty	2.4	...	47.6	2.7	1.2	28.6	2.6	1.3	31.6
Payment of expenses for faculty to visit another institution to study its teaching techniques, curriculum, and/or provisions for faculty evaluation	1.2	7.1	59.5	2.3	8.7	25.9	...	9.2	18.4
Payment of tuition for faculty to enroll in courses directed to instruction and curriculum	2.4	15.1	38.1	3.1	5.4	25.3	1.3	1.3	21.1
Other	...	1.2	4.8	0.6	1.5	3.5	...	1.3	7.9
Number of institutions		84			518			76	